

**MUNICIPIO DE ARROYO SECO, QUERETARO**  
ADMINISTRACION 2012- 2015  
DIRECCION DE ADMINISTRACION  
REMUNERACION AL PERSONAL CORRESPONDIENTE AL MES DE MARZO 2015

Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
Auxiliar General	\$12,896.00	\$1,807.42	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$15,461.60	\$1,807.42	\$0.00	\$13,654.18
Auxiliar de Ingresos	\$11,440.00	\$1,496.41	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$13,694.59	\$1,496.41	\$0.00	\$12,198.18
Auxiliar Contable	\$13,858.86	\$1,938.37	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$16,205.63	\$1,938.37	\$0.00	\$14,267.26
Director	\$29,410.86	\$9,953.33	\$0.00	\$0.00	\$7,352.71	\$0.00	\$9,674.60	\$56,391.50	\$9,953.33	\$0.00	\$46,438.17
Auxiliar de Egresos	\$9,000.00	\$1,082.53	\$0.00	\$0.00	\$2,250.00	\$0.00	\$0.00	\$12,332.53	\$1,082.53	\$0.00	\$11,250.00
Auxiliar de intendencia	\$6,163.94	\$371.35	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$7,722.59	\$371.35	\$0.00	\$7,351.24
Auxiliar de Almacen	\$6,814.08	\$690.52	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$8,691.90	\$690.52	\$0.00	\$8,001.38
Auxiliar Administrativo	\$7,906.24	\$675.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,581.54	\$675.30	\$0.00	\$7,906.24
Auxiliar Administrativo	\$7,280.00	\$363.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,643.60	\$363.60	\$0.00	\$7,280.00
Control Patrimonial	\$7,280.00	\$978.86	\$0.00	\$0.00	\$0.00	\$0.00	\$2,394.70	\$10,653.56	\$978.86	\$0.00	\$9,674.70
Enc. de Almacen	\$8,189.00	\$785.89	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$9,383.29	\$785.89	\$0.00	\$8,597.40
Encargado Recursos Humanos	\$13,921.32	\$1,908.09	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$16,033.61	\$1,908.09	\$0.00	\$14,125.52
Responsable de Intendencia	\$6,163.92	\$297.74	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$7,302.66	\$297.74	\$0.00	\$7,004.92
Auxiliar Administrativo	\$8,158.38	\$857.84	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$9,857.22	\$857.84	\$0.00	\$8,999.38
Resp. Control Vehicular	\$10,528.72	\$1,183.43	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,916.35	\$1,183.43	\$0.00	\$10,732.92
Chofer	\$7,033.34	\$781.01	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$9,347.95	\$781.01	\$0.00	\$8,566.94
Responsable Comprobaciones	\$7,572.16	\$756.41	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$9,169.57	\$756.41	\$0.00	\$8,413.16
Director	\$29,410.86	\$9,953.33	\$0.00	\$0.00	\$7,352.71	\$0.00	\$9,674.60	\$56,391.50	\$9,953.33	\$0.00	\$46,438.17
Enc. Suministro y Control Veh.	\$12,868.44	\$2,113.85	\$0.00	\$0.00	\$3,217.11	\$0.00	\$0.00	\$18,199.40	\$2,113.85	\$0.00	\$16,085.55
Enc. de Adquisiciones y Contra	\$13,447.52	\$2,268.46	\$0.00	\$0.00	\$3,361.88	\$0.00	\$0.00	\$19,077.86	\$2,268.46	\$0.00	\$16,809.40
Chofer	\$7,280.00	\$363.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,643.60	\$363.60	\$0.00	\$7,280.00
Auxiliar Administrativo	\$7,733.50	\$647.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,381.16	\$647.66	\$0.00	\$7,733.50
Velador Centro de DIA	\$6,113.08	\$794.64	\$494.70	\$1,038.90	\$0.00	\$1,000.00	\$0.00	\$9,441.32	\$794.64	\$0.00	\$8,646.68
Secretaria	\$7,807.86	\$919.14	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$10,260.60	\$919.14	\$0.00	\$9,341.46
Intendente Centro de DIA	\$6,163.92	\$727.51	\$494.70	\$1,038.90	\$0.00	\$535.00	\$0.00	\$8,960.03	\$727.51	\$0.00	\$8,232.52
Coord. de Licitaciones de Obra	\$15,600.00	\$2,266.66	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$18,070.86	\$2,266.66	\$0.00	\$15,804.20
Analista de Costos	\$15,600.00	\$2,266.66	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$18,070.86	\$2,266.66	\$0.00	\$15,804.20
Secretaria	\$7,733.50	\$905.82	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$10,172.92	\$905.82	\$0.00	\$9,267.10
Proyectista	\$15,600.00	\$2,223.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17,823.04	\$2,223.04	\$0.00	\$15,600.00
Coord. Proyectos y Presup.	\$16,744.00	\$2,511.02	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$19,459.22	\$2,511.02	\$0.00	\$16,948.20
Director	\$29,410.86	\$6,854.61	\$0.00	\$0.00	\$7,352.72	\$0.00	\$0.00	\$43,618.19	\$6,854.61	\$0.00	\$36,763.58
Residente de Obra	\$12,480.00	\$1,556.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,036.61	\$1,556.61	\$0.00	\$12,480.00
Coord. de Ecologia	\$9,358.86	\$922.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,281.12	\$922.26	\$0.00	\$9,358.86
Auxiliar Administrativo	\$8,320.00	\$741.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,061.50	\$741.50	\$0.00	\$8,320.00
Auxiliar de Obras	\$6,489.60	\$241.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,731.28	\$241.68	\$0.00	\$6,489.60
Auxiliar Contable	\$1,492.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,492.43	\$0.00	-\$118.91	\$1,611.34
Oficial de Registro Civil	\$9,313.52	\$1,129.43	\$349.78	\$816.80	\$0.00	\$0.00	\$0.00	\$11,609.53	\$1,129.43	\$0.00	\$10,480.10
Auxiliar Administrativo	\$10,269.02	\$1,337.95	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$12,794.27	\$1,337.95	\$0.00	\$11,456.32
Oficial de Registro Civil	\$5,408.00	\$82.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,490.91	\$82.91	\$0.00	\$5,408.00
Secretaria	\$7,530.22	\$807.33	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$9,524.85	\$807.33	\$0.00	\$8,717.52
Oficial de Registro Civil	\$11,698.58	\$1,801.50	\$0.00	\$0.00	\$2,924.65	\$0.00	\$0.00	\$16,424.73	\$1,801.50	\$0.00	\$14,623.23
Oficial de Registro Civil	\$8,652.80	\$795.73	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,448.53	\$795.73	\$0.00	\$8,652.80
Oficial de Registro Civil	\$5,408.00	\$82.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,490.91	\$82.91	\$0.00	\$5,408.00
Oficial de Registro Civil	\$5,408.00	\$82.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,490.91	\$82.91	\$0.00	\$5,408.00
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12

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Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Regidor	\$21,308.10	\$4,472.39	\$0.00	\$0.00	\$5,327.02	\$0.00	\$0.00	\$31,107.51	\$4,472.39	\$0.00	\$26,635.12
Secretaria	\$6,586.78	\$709.56	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$8,829.94	\$709.56	\$0.00	\$8,120.38
Auxiliar Mantenimiento	\$6,000.00	\$147.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,147.32	\$147.32	\$0.00	\$6,000.00
Delegado Municipal	\$12,000.00	\$1,497.70	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$13,701.90	\$1,497.70	\$0.00	\$12,204.20
Secretaria	\$6,586.78	\$709.56	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$8,829.94	\$709.56	\$0.00	\$8,120.38
Jardinero	\$4,476.92	\$0.00	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$4,681.12	\$0.00	-\$55.78	\$4,736.90
Delegado Municipal	\$12,000.00	\$1,454.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,454.08	\$1,454.08	\$0.00	\$12,000.00
Delegado Municipal	\$12,000.00	\$1,454.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,454.08	\$1,454.08	\$0.00	\$12,000.00
Jardinero	\$5,615.32	\$127.68	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$5,947.20	\$127.68	\$0.00	\$5,819.52
Auxiliar Administrativo	\$6,489.60	\$241.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,731.28	\$241.68	\$0.00	\$6,489.60
Auxiliar Mantenimiento	\$8,320.00	\$741.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,061.50	\$741.50	\$0.00	\$8,320.00
Jardinero	\$5,342.38	\$246.04	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$6,775.72	\$246.04	\$0.00	\$6,529.68
Secretaria	\$5,342.38	\$167.27	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$6,350.65	\$167.27	\$0.00	\$6,183.38
Delegado Municipal	\$12,000.00	\$1,454.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,454.08	\$1,454.08	\$0.00	\$12,000.00
Secretaria	\$6,586.78	\$709.56	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$8,829.94	\$709.56	\$0.00	\$8,120.38
Jardinero	\$5,342.38	\$676.68	\$494.70	\$2,077.80	\$0.00	\$0.00	\$0.00	\$8,591.56	\$676.68	\$0.00	\$7,914.88
Delegado Municipal	\$12,000.00	\$1,454.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,454.08	\$1,454.08	\$0.00	\$12,000.00
Contralor Interno	\$12,979.20	\$2,143.42	\$0.00	\$0.00	\$3,244.80	\$0.00	\$0.00	\$18,367.42	\$2,143.42	\$0.00	\$16,224.00
Aux. Proteccion Civil	\$9,945.00	\$1,416.68	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$13,241.58	\$1,416.68	\$0.00	\$11,824.90
Aux. Proteccion Civil	\$8,189.00	\$848.49	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$9,795.67	\$848.49	\$0.00	\$8,947.18
Aux. Proteccion Civil	\$5,061.88	\$15.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,076.89	\$15.01	\$0.00	\$5,061.88
Aux. Proteccion Civil	\$6,705.92	\$265.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,971.13	\$265.21	\$0.00	\$6,705.92
Coord. de Proteccion Civil	\$10,798.70	\$1,561.23	\$0.00	\$0.00	\$2,699.67	\$0.00	\$0.00	\$15,059.60	\$1,561.23	\$0.00	\$13,498.37
Coord. Fomento Economico	\$10,920.00	\$1,624.94	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$14,424.84	\$1,624.94	\$0.00	\$12,799.90
Titular de Unidad de Acceso	\$17,115.04	\$2,633.89	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$20,157.33	\$2,633.89	\$0.00	\$17,523.44
Auxiliar Administrativo	\$10,171.22	\$1,107.07	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,482.49	\$1,107.07	\$0.00	\$10,375.42
Chofer	\$6,749.18	\$269.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,019.10	\$269.92	\$0.00	\$6,749.18
Presidente Municipal	\$42,216.10	\$11,852.91	\$0.00	\$0.00	\$10,554.02	\$0.00	\$0.00	\$64,623.03	\$11,852.91	\$0.00	\$52,770.12
Coord. de Comunicacion Social	\$12,225.02	\$1,942.06	\$0.00	\$0.00	\$3,056.26	\$0.00	\$0.00	\$17,223.34	\$1,942.06	\$0.00	\$15,281.28
Juez Civio	\$11,698.58	\$1,801.50	\$0.00	\$0.00	\$2,924.65	\$0.00	\$0.00	\$16,424.73	\$1,801.50	\$0.00	\$14,623.23
Auxiliar Administrativo	\$8,320.00	\$741.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,061.50	\$741.50	\$0.00	\$8,320.00
Secretario del Ayuntamiento	\$29,410.86	\$9,953.33	\$0.00	\$0.00	\$7,352.71	\$0.00	\$9,674.60	\$56,391.50	\$9,953.33	\$0.00	\$46,438.17
Ayudante de Camion Cisterna	\$7,054.10	\$846.12	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$9,780.12	\$846.12	\$0.00	\$8,934.00
Separador de Residuos	\$6,164.76	\$697.45	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$8,742.11	\$697.45	\$0.00	\$8,044.66
Separador de Residuos	\$6,164.76	\$371.44	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$7,723.50	\$371.44	\$0.00	\$7,352.06
Chofer de Camion Recolector	\$7,874.04	\$792.05	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$9,424.27	\$792.05	\$0.00	\$8,632.22
Enc. panteon Arroyo Seco	\$7,054.10	\$728.93	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$8,970.33	\$728.93	\$0.00	\$8,241.40
Recolector de basura	\$6,106.06	\$282.44	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$7,146.68	\$282.44	\$0.00	\$6,864.24
Chofer de Camion Cisterna	\$7,280.00	\$765.07	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$9,232.37	\$765.07	\$0.00	\$8,467.30
Auxiliar de Servicios Mpaes.	\$8,000.02	\$690.31	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,690.33	\$690.31	\$0.00	\$8,000.02
Enc. Panteon Purisima	\$5,241.72	\$147.31	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$6,147.21	\$147.31	\$0.00	\$5,999.90
Cargador de Camion de Limpia	\$6,164.76	\$297.83	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$7,303.59	\$297.83	\$0.00	\$7,005.76
Operador de Maquinaria	\$8,423.90	\$1,029.54	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$10,987.04	\$1,029.54	\$0.00	\$9,957.50
Resp. Servicios de Limpia	\$9,740.58	\$1,248.42	\$0.00	\$0.00	\$2,435.14	\$0.00	\$0.00	\$13,424.14	\$1,248.42	\$0.00	\$12,175.72
Director	\$15,333.98	\$2,772.15	\$0.00	\$0.00	\$3,833.49	\$0.00	\$0.00	\$21,939.62	\$2,772.15	\$0.00	\$19,167.47
Coord. de Bacheo y Bienes P.	\$10,816.00	\$1,565.85	\$0.00	\$0.00	\$2,704.00	\$0.00	\$0.00	\$15,085.85	\$1,565.85	\$0.00	\$13,520.00
Enc. de Panteon Conca	\$5,087.98	\$40.07	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$5,332.25	\$40.07	\$0.00	\$5,292.18
Limpieza y chapoleo	\$7,033.34	\$670.20	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$8,544.54	\$670.20	\$0.00	\$7,874.34

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Secretaria	\$7,851.92	\$802.92	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$9,495.84	\$802.92	\$0.00	\$8,692.92
Resp. Relleno Sanitario	\$6,106.04	\$222.16	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$6,532.40	\$222.16	\$0.00	\$6,310.24
Separador de Residuos	\$6,106.04	\$222.16	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$6,532.40	\$222.16	\$0.00	\$6,310.24
Separador de Residuos	\$6,106.04	\$222.16	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$6,532.40	\$222.16	\$0.00	\$6,310.24
Coord. Parques, Jardines y P.	\$10,400.00	\$1,112.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,512.32	\$1,112.32	\$0.00	\$10,400.00
Separador de Residuos	\$6,164.76	\$371.44	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$7,723.50	\$371.44	\$0.00	\$7,352.06
Limpieza y chapoleo	\$6,699.01	\$603.45	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$8,060.64	\$603.45	\$0.00	\$7,457.19
Limpieza de Bienes Publicos	\$7,711.52	\$676.82	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$8,592.54	\$676.82	\$0.00	\$7,915.72
Ayudante de Camion Cisterna	\$6,106.06	\$222.16	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$6,532.42	\$222.16	\$0.00	\$6,310.26
Limpieza y chapoleo	\$8,938.04	\$883.44	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$10,025.68	\$883.44	\$0.00	\$9,142.24
Ayudante de Camion Cisterna	\$6,966.38	\$293.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,259.93	\$293.55	\$0.00	\$6,966.38
Chofer de Camion Recolector	\$8,998.92	\$857.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,856.68	\$857.76	\$0.00	\$8,998.92
Enc. Unidad Dep. Conca	\$7,571.20	\$621.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,192.89	\$621.69	\$0.00	\$7,571.20
Enc. Parque Arroyo Seco	\$6,164.78	\$371.44	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$7,723.52	\$371.44	\$0.00	\$7,352.08
Chofer de Camion Recolector	\$6,489.60	\$241.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,731.28	\$241.68	\$0.00	\$6,489.60
Recolector de basura	\$6,164.76	\$738.64	\$494.70	\$692.60	\$1,946.77	\$0.00	\$0.00	\$10,037.47	\$738.64	\$0.00	\$9,298.83
Enc. Plaza Principal	\$6,164.76	\$697.45	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$8,742.11	\$697.45	\$0.00	\$8,044.66
Limpieza y chapoleo	\$6,537.22	\$701.63	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$8,772.45	\$701.63	\$0.00	\$8,070.82
Enc. Unidad Dep. Arroyo Seco	\$6,164.76	\$642.04	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$8,340.40	\$642.04	\$0.00	\$7,698.36
Auxiliar Administrativo	\$9,610.24	\$1,319.18	\$349.78	\$408.40	\$0.00	\$1,000.00	\$0.00	\$12,687.60	\$1,319.18	\$0.00	\$11,368.42
Atencion Ciudadana	\$5,408.00	\$82.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,490.91	\$82.91	\$0.00	\$5,408.00
Auxiliar de Deportes	\$10,528.72	\$1,139.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,668.54	\$1,139.82	\$0.00	\$10,528.72
Auxiliar de Deportes	\$6,240.00	\$214.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,454.52	\$214.52	\$0.00	\$6,240.00
Director	\$9,358.86	\$1,162.92	\$0.00	\$0.00	\$2,339.72	\$0.00	\$0.00	\$12,861.50	\$1,162.92	\$0.00	\$11,698.58
Enc. de Deportes	\$10,528.72	\$1,489.14	\$0.00	\$0.00	\$2,632.18	\$0.00	\$0.00	\$14,650.04	\$1,489.14	\$0.00	\$13,160.90
Auxiliar de Deportes	\$8,189.00	\$1,215.45	\$0.00	\$0.00	\$0.00	\$0.00	\$2,693.80	\$12,098.25	\$1,215.45	\$0.00	\$10,882.80
Policia	\$8,569.60	\$953.28	\$349.78	\$612.60	\$0.00	\$0.00	\$0.00	\$10,485.26	\$953.28	\$0.00	\$9,531.98
Policia	\$10,058.88	\$1,201.41	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$12,018.47	\$1,201.41	\$0.00	\$10,817.06
Policia	\$8,569.60	\$1,128.01	\$349.78	\$408.40	\$2,142.40	\$0.00	\$0.00	\$12,598.19	\$1,128.01	\$0.00	\$11,470.18
Policia	\$10,058.88	\$1,201.41	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$12,018.47	\$1,201.41	\$0.00	\$10,817.06
Policia	\$10,058.88	\$1,201.41	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$12,018.47	\$1,201.41	\$0.00	\$10,817.06
Policia	\$10,058.88	\$1,319.72	\$0.00	\$0.00	\$2,514.72	\$0.00	\$0.00	\$13,893.32	\$1,319.72	\$0.00	\$12,573.60
Policia	\$12,231.08	\$1,804.28	\$0.00	\$408.40	\$0.00	\$1,000.00	\$0.00	\$15,443.76	\$1,804.28	\$0.00	\$13,639.48
Policia	\$12,231.08	\$1,804.28	\$0.00	\$408.40	\$0.00	\$1,000.00	\$0.00	\$15,443.76	\$1,804.28	\$0.00	\$13,639.48
Policia	\$12,231.08	\$1,621.77	\$349.78	\$204.20	\$0.00	\$0.00	\$0.00	\$14,406.83	\$1,621.77	\$0.00	\$12,785.06
Policia	\$12,231.08	\$1,590.68	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$14,230.16	\$1,590.68	\$0.00	\$12,639.48
Policia	\$12,231.08	\$1,590.68	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$14,230.16	\$1,590.68	\$0.00	\$12,639.48
Policia	\$10,058.88	\$1,319.72	\$0.00	\$0.00	\$2,514.72	\$0.00	\$0.00	\$13,893.32	\$1,319.72	\$0.00	\$12,573.60
Policia	\$10,058.88	\$1,126.69	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$11,593.97	\$1,126.69	\$0.00	\$10,467.28
Policia	\$8,569.60	\$854.01	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$9,832.01	\$854.01	\$0.00	\$8,978.00
Policia	\$8,569.60	\$817.42	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$9,591.22	\$817.42	\$0.00	\$8,773.80
Policia	\$10,058.88	\$1,084.30	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,347.38	\$1,084.30	\$0.00	\$10,263.08
Policia	\$10,058.88	\$1,084.30	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,347.38	\$1,084.30	\$0.00	\$10,263.08
Policia	\$10,058.88	\$1,084.30	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,347.38	\$1,084.30	\$0.00	\$10,263.08
Policia	\$10,058.88	\$1,084.30	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,347.38	\$1,084.30	\$0.00	\$10,263.08
Secretaria	\$7,644.00	\$767.90	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$9,252.90	\$767.90	\$0.00	\$8,485.00
Policia	\$10,058.88	\$1,084.30	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,347.38	\$1,084.30	\$0.00	\$10,263.08
Policia	\$10,058.88	\$1,084.30	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$11,347.38	\$1,084.30	\$0.00	\$10,263.08
Policia	\$8,569.60	\$817.42	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$9,591.22	\$817.42	\$0.00	\$8,773.80
Policia	\$10,058.88	\$1,407.31	\$0.00	\$204.20	\$2,514.72	\$0.00	\$0.00	\$14,185.11	\$1,407.31	\$0.00	\$12,777.80

**MUNICIPIO DE ARROYO SECO, QUERETARO**  
ADMINISTRACION 2012- 2015  
DIRECCION DE ADMINISTRACION  
REMUNERACION AL PERSONAL CORRESPONDIENTE AL MES DE MARZO 2015

Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
Sub Director	\$16,000.00	\$2,308.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,308.48	\$2,308.48	\$0.00	\$16,000.00
Policia	\$10,058.88	\$1,047.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,106.58	\$1,047.70	\$0.00	\$10,058.88
Policia	\$10,058.88	\$1,047.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,106.58	\$1,047.70	\$0.00	\$10,058.88
Director	\$24,450.04	\$5,396.12	\$0.00	\$0.00	\$6,112.51	\$0.00	\$0.00	\$35,958.67	\$5,396.12	\$0.00	\$30,562.55
Policia	\$10,058.88	\$1,047.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,106.58	\$1,047.70	\$0.00	\$10,058.88
Proyectista	\$7,874.04	\$670.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,544.19	\$670.15	\$0.00	\$7,874.04
Enc. de Proyectos Agropecuario	\$10,816.00	\$1,565.85	\$0.00	\$0.00	\$2,704.00	\$0.00	\$0.00	\$15,085.85	\$1,565.85	\$0.00	\$13,520.00
Chofer	\$8,652.80	\$795.73	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,448.53	\$795.73	\$0.00	\$8,652.80
Vocal de FIDIVEPRO	\$8,189.00	\$921.67	\$349.78	\$816.80	\$0.00	\$0.00	\$0.00	\$10,277.25	\$921.67	\$0.00	\$9,355.58
Secretaria	\$6,524.88	\$363.93	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$7,646.99	\$363.93	\$0.00	\$7,283.06
Secretaria	\$6,586.78	\$764.97	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$9,231.65	\$764.97	\$0.00	\$8,466.68
Coord. de Turismo	\$11,698.58	\$1,801.50	\$0.00	\$0.00	\$2,924.65	\$0.00	\$0.00	\$16,424.73	\$1,801.50	\$0.00	\$14,623.23
Resp. Proyectos Turisticos	\$10,400.00	\$1,112.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,512.32	\$1,112.32	\$0.00	\$10,400.00
Aux. de Turismo	\$6,587.62	\$765.11	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$9,232.63	\$765.11	\$0.00	\$8,467.52
Enc. CCA Arroyo Seco	\$6,587.64	\$654.29	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$8,429.23	\$654.29	\$0.00	\$7,774.94
Enc. CCA Conca	\$6,105.22	\$244.29	\$0.00	\$408.40	\$0.00	\$0.00	\$0.00	\$6,757.91	\$244.29	\$0.00	\$6,513.62
Enc. CCA Purisima	\$6,587.62	\$765.11	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$9,232.63	\$765.11	\$0.00	\$8,467.52
Director	\$18,717.74	\$3,675.61	\$0.00	\$0.00	\$4,679.43	\$0.00	\$0.00	\$27,072.78	\$3,675.61	\$0.00	\$23,397.17
Auxiliar Administrativo	\$7,019.16	\$357.44	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$7,580.80	\$357.44	\$0.00	\$7,223.36
Coord. de Salud	\$12,979.20	\$1,663.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,642.44	\$1,663.24	\$0.00	\$12,979.20
Coord. de Participacion Social	\$12,225.02	\$1,942.06	\$0.00	\$0.00	\$3,056.26	\$0.00	\$0.00	\$17,223.34	\$1,942.06	\$0.00	\$15,281.28
Coord. de Educacion	\$10,816.00	\$2,325.82	\$0.00	\$0.00	\$2,704.00	\$0.00	\$3,557.90	\$19,403.72	\$2,325.82	\$0.00	\$17,077.90
Chofer	\$6,966.38	\$293.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,259.93	\$293.55	\$0.00	\$6,966.38
Enc. de Biblioteca	\$6,524.06	\$640.81	\$349.78	\$816.80	\$0.00	\$0.00	\$0.00	\$8,331.45	\$640.81	\$0.00	\$7,690.64
Auxiliar de Biblioteca	\$6,525.32	\$608.33	\$349.78	\$612.60	\$0.00	\$0.00	\$0.00	\$8,096.03	\$608.33	\$0.00	\$7,487.70
Asesor Juridico	\$15,892.54	\$2,921.28	\$0.00	\$0.00	\$3,973.13	\$0.00	\$0.00	\$22,786.95	\$2,921.28	\$0.00	\$19,865.67
Secretaria	\$6,586.78	\$764.97	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$9,231.65	\$764.97	\$0.00	\$8,466.68
Encargado de Casa Cultura	\$12,373.50	\$1,783.04	\$349.78	\$816.80	\$0.00	\$0.00	\$0.00	\$15,323.12	\$1,783.04	\$0.00	\$13,540.08
Asesor de Danza Folklorica	\$4,802.60	\$99.53	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$5,660.31	\$99.53	\$0.00	\$5,560.78
Responsable de Mantenimiento	\$5,341.94	\$357.27	\$494.70	\$1,385.20	\$0.00	\$0.00	\$0.00	\$7,579.11	\$357.27	\$0.00	\$7,221.84
Velador Casa Cultura	\$4,378.32	\$75.59	\$349.78	\$612.60	\$0.00	\$0.00	\$0.00	\$5,416.29	\$75.59	\$0.00	\$5,340.70
Secretaria	\$6,587.62	\$654.29	\$494.70	\$692.60	\$0.00	\$0.00	\$0.00	\$8,429.21	\$654.29	\$0.00	\$7,774.92
Responsable de Audio	\$7,280.00	\$363.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,643.60	\$363.60	\$0.00	\$7,280.00
Asesor de Danza Folklorica	\$9,606.04	\$1,003.15	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$10,813.39	\$1,003.15	\$0.00	\$9,810.24
Director	\$12,373.50	\$1,981.70	\$0.00	\$0.00	\$3,093.38	\$0.00	\$0.00	\$17,448.58	\$1,981.70	\$0.00	\$15,466.88
Auxiliar Administrativo	\$8,320.00	\$1,252.61	\$0.00	\$0.00	\$0.00	\$0.00	\$2,736.80	\$12,309.41	\$1,252.61	\$0.00	\$11,056.80
Residente de Obra	\$7,200.00	\$690.30	\$0.00	\$0.00	\$0.00	\$800.00	\$0.00	\$8,690.30	\$690.30	\$0.00	\$8,000.00
Chofer Camion Volteo	\$6,966.36	\$351.69	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$7,522.25	\$351.69	\$0.00	\$7,170.56
Operador de Maquinaria	\$8,343.68	\$777.96	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$9,325.84	\$777.96	\$0.00	\$8,547.88
Jefe de Mantenimiento	\$12,361.30	\$1,531.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,892.56	\$1,531.26	\$0.00	\$12,361.30
Chofer Camion Volteo	\$6,966.38	\$293.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,259.93	\$293.55	\$0.00	\$6,966.38
Coord. Mantenimiento Caminos	\$15,600.00	\$2,843.18	\$0.00	\$0.00	\$3,900.00	\$0.00	\$0.00	\$22,343.18	\$2,843.18	\$0.00	\$19,500.00
Chofer Camion Volteo	\$6,966.38	\$293.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,259.93	\$293.55	\$0.00	\$6,966.38
Chofer Camion Volteo	\$3,600.00	\$369.15	\$0.00	\$0.00	\$0.00	\$550.00	\$0.00	\$4,519.15	\$369.15	\$0.00	\$4,150.00
Director	\$10,400.00	\$1,112.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,512.32	\$1,112.32	\$0.00	\$10,400.00
Psicologo	\$7,571.20	\$621.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,192.89	\$621.69	\$0.00	\$7,571.20
Auxiliar de Eventos Especiales	\$9,196.22	\$1,028.98	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$10,983.38	\$1,028.98	\$0.00	\$9,954.40
Auxiliar de Eventos Especiales	\$6,604.56	\$601.59	\$494.70	\$346.30	\$0.00	\$0.00	\$0.00	\$8,047.15	\$601.59	\$0.00	\$7,445.56
Auxiliar de Eventos Especiales	\$8,652.80	\$832.33	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$9,689.33	\$832.33	\$0.00	\$8,857.00
Auxiliar de Eventos Especiales	\$6,240.00	\$214.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,454.52	\$214.52	\$0.00	\$6,240.00

**MUNICIPIO DE ARROYO SECO, QUERETARO**  
ADMINISTRACION 2012- 2015  
DIRECCION DE ADMINISTRACION  
**REMUNERACION AL PERSONAL CORRESPONDIENTE AL MES DE MARZO 2015**

Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
Auxiliar de Eventos Especiales	\$6,489.60	\$241.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,731.28	\$241.68	\$0.00	\$6,489.60
Coord. de Eventos Especiales	\$11,167.68	\$1,603.88	\$494.70	\$1,038.90	\$0.00	\$0.00	\$0.00	\$14,305.16	\$1,603.88	\$0.00	\$12,701.28
Auxiliar Administrativo	\$10,123.78	\$1,059.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,183.11	\$1,059.33	\$0.00	\$10,123.78
Auxiliar de Catastro	\$8,320.00	\$914.82	\$0.00	\$0.00	\$2,080.00	\$0.00	\$0.00	\$11,314.82	\$914.82	\$0.00	\$10,400.00
Encargado de Catastro	\$8,998.92	\$857.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,856.68	\$857.76	\$0.00	\$8,998.92
Proyectista	\$15,600.00	\$2,843.18	\$0.00	\$0.00	\$3,900.00	\$0.00	\$0.00	\$22,343.18	\$2,843.18	\$0.00	\$19,500.00
Jefe Alumbrado Publico	\$9,085.66	\$1,009.17	\$349.78	\$408.40	\$0.00	\$0.00	\$0.00	\$10,853.01	\$1,009.17	\$0.00	\$9,843.84
Auxiliar de Alumbrado Publico	\$5,087.94	\$40.06	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$5,332.20	\$40.06	\$0.00	\$5,292.14
Auxiliar de Alumbrado Publico	\$9,085.66	\$909.89	\$0.00	\$204.20	\$0.00	\$0.00	\$0.00	\$10,199.75	\$909.89	\$0.00	\$9,289.86
Auxiliar de Alumbrado Publico	\$7,874.04	\$670.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,544.19	\$670.15	\$0.00	\$7,874.04
<b>Total</b>	<b>\$2,098,210.34</b>	<b>\$285,402.09</b>	<b>\$30,656.22</b>	<b>\$62,979.10</b>	<b>\$176,292.29</b>	<b>\$5,885.00</b>	<b>\$40,407.00</b>	<b>\$2,699,832.04</b>	<b>\$285,402.09</b>	<b>-\$174.69</b>	<b>\$2,414,604.64</b>